Sugar and spice

Nothing says the holidays like this gingerbread cake with sweet, lemony pear slices PAGE 11

OH, BARRY: MANILOW HITS A MILESTONE

WITH HIS 50TH HIT ON BILLBOARD'S ADULT CONTEMPORARY CHART, THE BALLADEER IS NOW IN EXCLUSIVE COMPANY PAGE 8

SASKATOON metro®

Wednesday, December 5, 2012

News worth sharing.

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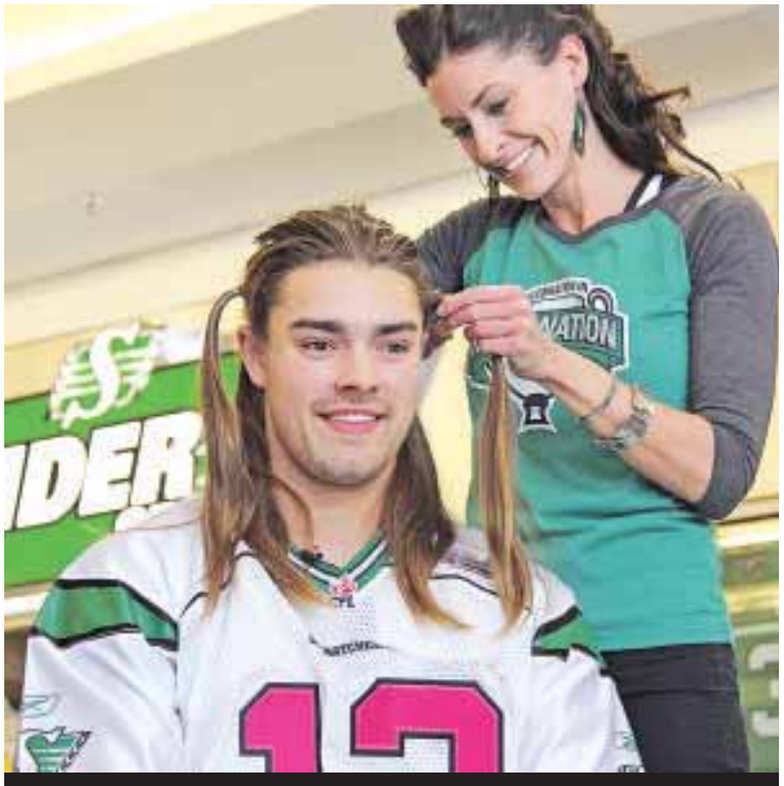

TAKING THE SNIP

Saskatchewan Roughrider Graig Newman got his long locks lopped off for charity at the Centre Mall in Saskatoon on Tuesday. Newman and teammates Sam Hurl and Scott McHenry, also known as the Canadian Hair Force, have raised $15,000 for the Saskatchewan Cancer Agency. The trio also donated their lopped locks to be used to make wigs for cancer patients. Check out metronews.ca for a photo gallery of the event. JANE CAULFIELD/METRO

3 charged in Santos murder

Suspects linked to gang. Police say Sept. shooting death of local mom was 'tragic' case of mistaken address

JANE CAULFIELD
jane.caulfield@metronews.ca

On the heels of census data placing Saskatchewan as one of the most murderous provinces in the country, the Saskatoon Police Service (SPS) called shooting victim Lorry Santos an innocent casualty of gang activity.

Police have charged Kyle Halbauer, 22, Joshua Petrin, 29, and Randy O'Hagan, 22, with first-degree murder for Santos' death. All three men are known to be associated with an Alberta-based gang called the White Boy Posse.

The SPS joined forces with police in Alberta for an eight-week investigation, which linked Santos' death to two other murders in Alberta.

"The scope of this investigation grew beyond what we expected when we started," said Insp. Jerome Engele of the SPS on Tuesday.

Members of Lorry Santos' family listen to the announcement made by Saskatoon police and Alberta RCMP at the Saskatoon police headquarters Tuesday morning. JANE CAULFIELD/METRO

Police said at the time of the Sept. 12 shooting the 34-year-old stay-at-home mother was shot and killed when she answered the door of her home to strangers.

Saskatoon police said Tuesday her killers had the wrong address and Santos was an innocent victim of cross-border drug dealing and organized crime.

"This was a tragic crime that left a husband without his wife and four children without their mother," said Saskatoon police Chief Clive Weighill.

Santos was the mother of four children ranging in age from five months to 16 years. It was one of the older children who called 911 after the shooting.

Santos worked at uranium mining giant Cameco but had been on maternity leave since giving birth to her fourth child in April. A co-worker said at the time of the shooting that Santos was a "very special person who had a way of touching people."

Saskatoon police Insp. Garrett Woolsey said investigators believe everyone involved in the gang is now in custody.

WITH FILES FROM CANADIAN PRESS/CHED/CJWW

SUSPECTS IN SANTOS CASE ALSO CHARGED IN OTHER MURDERS, PAGE 4

By the numbers

According to a new report by Statistics Canada, Saskatchewan has one of the highest homicide rates in the country, second only to Manitoba.

2011 homicide numbers:

- **598:** Canada
- **38:** Saskatchewan
- **6:** Saskatoon
- **7:** Regina

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Employment Act

Indexed minimum wage part of labour-law overhaul

The province is indexing the minimum wage and changing the rules for lockouts or strikes.

The changes are part of the new Saskatchewan Employment Act, which consolidates 12 workplace-related pieces of legislation into one omnibus bill. The act says if a contract can't be reached, the parties must take a 14-day cooling-off period before a strike or lockout can happen. It also says unions can still fine members who cross picket lines, but now they'll have to get a court order to collect. The bill does not include essential-services legislation, which a court ruled was unconstitutional.

THE CANADIAN PRESS

High-tech claims

Online mineral staking to debut

The province's new online system for issuing mineral permits, claims and leases launches on Thursday. The so-called MARS system uses electronic maps to define the location of mineral parcels. Users can apply for staking permission online.

THE CANADIAN PRESS

Surge in emergency cases

Medical procedures on hold due to overcrowding

Some non-surgical elective procedures are being cancelled at two Regina hospitals.

The Regina Qu'Appelle Health Region says the move is necessary because of extreme overcapacity in the emergency departments at the hospitals. It adds that no surgeries at the Regina General and Pasqua hospitals have been cancelled.

Spokesman Michael Redenbach said the health region is working to bring patient numbers down so that endoscopies and other procedures can resume this week. He said there is no one health problem causing the surge in patients.

THE CANADIAN PRESS

Province needs to beef up meat inspection: Auditor

Report. Dozens of slaughterhouses sell meat that isn't inspected, because the law doesn't require it

Saskatchewan needs to update its regulations and inspect more meat plants, the provincial auditor says, but the health minister is concerned about changing some standards.

Provincial auditor Bonnie Lysyk said in a report released on Tuesday that meat from 76 of the province's 90 slaughter plants is not being inspected.

Only the plant itself is reviewed annually for cleanliness and for its ability to keep meat cold, she said.

"I guess we were surprised that the 76 plants didn't have their meat inspected, mainly because we did a comparison to the rest of Canada, and we noticed that the majority of the provinces are inspecting both meat as well as the plant," Lysyk said at a news conference at the legislature in Regina.

"The slaughter process isn't being looked at, as well as the carcass, and the animal itself, so those three things aren't being looked at in plants that are inspected just by (the Ministry of) Health."

Saskatchewan laws allow meat to be sold without being inspected.

It is the only province where meat safety is handled by two ministries: Health and Agriculture.

Health Minister Dustin Duncan said the province will revisit the standards but move ahead with caution. The plants are small and deal primarily with ranchers who want their beef slaughtered, processed and packaged for their own consumption, he added.

"What we want to be cautious of is ... if we make it more difficult for an industry that operates in this type of niche market to exist into the future, what are the consequences of doing that," Duncan said.

Duncan added that, to the government's knowledge, no food-borne illnesses have been tracked to the plants.

The remaining 14 plants, which handle larger volumes of meat, have regular and more in-depth inspections, Duncan said.

THE CANADIAN PRESS

Provincial auditor Bonnie Lysyk says 76 meat plants in Saskatchewan don't have their meat inspected. She made the announcement on Tuesday at the legislature in Regina as she released a report on the issue.

JEFF MACKEY/METRO

Provincial finances

GRF reports outmoded: Auditor

The auditor also raised concern about how the government reports its finances.

Bonnie Lysyk repeated a long-standing request for the government to stop reporting on the General Revenue Fund, since only the Summary Financial Statements, which take all areas of government into account, paint a real picture of finances.

"Having two sets of books and all these numbers floating around is confusing to the average citizen and no other province speaks that way to the financial statements anymore," Lysyk said.

"If you go back 10 years, 15, 20 years, you know that was the state of the land. It's changed and it's time that the focus be on the right number and clarity around communication of financial information."

THE CANADIAN PRESS

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John McAfee, left, with his lawyer, Telesforo Guerra, answers questions at a restaurant in Guatemala City on Tuesday. McAfee has been identified as a "person of interest" in the killing of his neighbour. MOISES CASTILLO/THE ASSOCIATED PRESS

John McAfee seeks asylum in Guatemala

On the lam. Founder of anti-virus company fled Belize fearing death in police custody

Software company founder John McAfee has surfaced in public for the first time in weeks, saying on Tuesday that he plans to ask for asylum in Guatemala because he fears persecution in Belize.

McAfee spoke to The Associated Press in a restaurant near a high-end hotel where he is staying in Guatemala City after sneaking out of neighbouring Belize. Police in Belize have called him a person of interest in the November slaying of a fellow American expat.

McAfee says he is being persecuted by the Belizean government and has sensitive information about official corruption in the country where he lived in a compound guarded by aggressive dogs and armed guards.

"Now that I'm here, I can speak freely. I can speak openly," McAfee said.

He said he plans to petition the Guatemalan government to allow him to stay. He added that he fears he will be killed if he turns himself in for questioning in Belize.

"Belize does not have a good track record of providing safety when they ask to question you," he said. "I felt much more secure crossing the border into a country that had laws that were backed by the justice system." THE ASSOCIATED PRESS

Real-world security

"I need a safe place where I can actually speak out."

Anti-virus company founder John McAfee

Royal Family. Boy or girl, Kate's baby will take the throne: U.K. government

The business of monarchy has always been stacked in favour of men. Not anymore — or so the British government promises.

The first child of Prince William and his wife, Kate, will be born a king or a queen in waiting, under changes to succession rules designed to overturn centuries of tradition and give royal daughters the same rights as sons.

Deputy Prime Minister Nick Clegg pledged on Tuesday that the law on succession would be changed at the "earliest opportunity." He said "whether the baby is a boy or a girl, they will have an equal claim to the throne."

"Born to rule, be it a boy or a girl" proclaimed the Daily Mail, which noted that the baby had "already made royal and constitutional history" even before it is born.

Not so fast, caution others.

A royal saga needs a touch of uncertainty, and experts point out that despite politicians' promises, the law giving males primacy in succession has not yet been changed — and the clock is ticking.

Britain's Prince William leaves a hospital in London on Tuesday. THE ASSOCIATED PRESS

"We know that the wishes of politicians are written in water," said historian Robert Lacey. "Law only becomes law when the law is made — and the law has not been made."

Last year, the leaders of Britain and the 15 former colonies that have the queen as their head of state informally agreed to establish new rules giving female children equal status with males in the order of succession — something that will require legal changes in each country. THE ASSOCIATED PRESS

Magnetosphere

Scientists discover radioactive chirps from the cosmos

Twin spacecraft have captured the clearest sounds yet from Earth's radiation belts — and they mimic the chirping of birds.

NASA's Van Allen Probes have been exploring the radiation belts surrounding Earth for just three months. But already, they've collected measurements of high-energy particles and radio waves in unprecedented detail. THE ASSOCIATED PRESS

Stay curious

NASA hopes to clone Curiosity

NASA says it wants to launch another mega-rover to Mars modelled on the wildly popular Curiosity.

The space agency said Tuesday that the spacecraft will be built from Curiosity's spare parts. It would use the novel landing system that got the car-size rover to Mars in August. THE ASSOCIATED PRESS

Four White Boy Posse members behind three murders, police say

Brutal killings in Saskatchewan and Alberta. Innocent woman wasn't the only victim

Police believe the death of an innocent mother shot while answering her front door is not the only murder the White Boy Posse has been involved with.

They're also alleged to have taken part in two other murders in Alberta.

One death involves a man whose decapitated body was found near a ditch in rural Alberta.

A few days later, a woman walking her dog found his missing head in an Edmonton alley.

"It was significant. It was sensationalized," Insp. Jerry Scott with the Alberta RCMP's serious crimes branch said Tuesday after the arrests were announced.

Scott said police stepped up their investigation once they realized what they faced.

The gang had been on their radar for a few years.

"We were very cognizant of who we were dealing with and the public-safety matters."

Investigators believe two of the slayings were motivated by the gang's drug-trafficking business.

In the case of Lorry Anne Santos, 33, investigators think the suspects targeted the wrong house.

Joshua Dylan Petrin, Randy James Wayne O'Hagan and Kyle Darren Halbauer are charged with first-degree murder in Santos's death.

O'Hagan and Nikolas Jon Nowytzkyj, 32, of Wainwright, Alta., have also been charged with first-degree murder and offering an indignity to a human body in the death of Robert John Roth.

Residents said at the time of the initial discovery that Roth's remains were found in a ditch next to a running pickup truck.

The victim was 54 years old and lived in Lloydminster.

O'Hagan and Halbauer, are facing charges in the death of another man. Bryan Gower's body was found on a rural road.

THE CANADIAN PRESS

Police investigate after a human head was found in an Edmonton alley in October. JESSE WHITNACK/THE CANADIAN PRESS

Canada won't cut off aid to Palestinians

The Harper government pledged Tuesday night to preserve hundreds of millions of dollars in Canadian humanitarian aid to the Palestinians.

The issue was vigorously discussed during a 90-minute meeting in Ottawa involving Foreign Affairs Minister John Baird, International Co-operation Minister Julian Fantino and four envoys who were called home for talks.

Canada strongly opposed the Palestinians' successful effort last week to win elevated status at the UN, so Baird recalled senior diplomats from Israel, the West Bank and the UN missions in New York and Geneva to discuss a response.

After it initially appeared that Ottawa was reviewing its aid pledge, Baird's spokesperson said Tuesday night that Canada's five-year, $300-million commitment to the Palestinians would be maintained when it expires at the end of the current fiscal year in March.

"The current $300-million commitment will be followed through on," Rick Roth said in an email.

Along with the U.S. and Israel, Canada was one of only nine countries to vote against the Palestinian motion at the 193-nation General Assembly.

Canada has since offered only the mildest, muted criticism of the Israeli response — announcing new settlements on disputed land and the withholding of $100 million in tax rebates and other funds it collects for Palestinians.

THE CANADIAN PRESS

Health Canada acts

Food-testing lab's licence yanked

Health Canada has yanked the licence of Chemi Pharmaceutical, a Toronto-area testing laboratory.

The watchdog says it found falsified results in tests of medications and natural food products.

THE CANADIAN PRESS

Soldier's two acquittals

A Canadian reservist has been found not guilty of manslaughter in an Afghanistan training accident that killed one soldier and injured four others.

A military jury at a court martial in Calgary also acquitted Maj. Darryl Watts of breach of duty.

But the five jurors, all senior officers in the Canadian Forces, convicted him of unlawfully causing bodily harm and negligent performance of military duty.

Watts, who stood at attention while the verdict was being read, shared a long embrace with his wife once the court had adjourned.

The courtroom at the Mewata Armoury in Calgary where the trial was held, was jammed with military personnel.

Quoted

"I feel very strongly in the man's innocence, and I feel very badly for him and his family."

Defence lawyer Balfour Der, choking back tears.

The maximum sentence for unlawfully causing bodily harm is imprisonment of up to 10 years.

Negligent performance of duty can bring dismissal with disgrace from the Canadian Forces.

Cpl. Josh Baker died when a Claymore anti-personnel mine loaded with 700 steel balls peppered the platoon on a practice range near Kandahar city in February 2010.

The prosecution had argued that Watts turned a blind eye to safety standards and abdicated his duty as a leader when he handed over responsibility to his second-in-command, who was an expert on the weapon.

Defence lawyer Balfour Der said Watts is "deeply disappointed in being convicted of anything."

Der added: "Major Watts is such a good soldier."

THE CANADIAN PRESS

On CIBC Miracle Day, we're investing in kids.

On December 5, 2012, CIBC's wholesale banking employees and participating CIBC Wood Gundy Investment Advisors will donate their fees and commissions to children's charities. It's called Miracle Day,® and it's a proud and celebrated tradition that's an important part of CIBC's ongoing commitment to investing in kids, cures and community.

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Ottawa

BoC maintains interest rates will need to rise

The Bank of Canada is holding fast to its view that the economy is poised for a comeback and that interest rates will need to rise at some point in the future.

The central bank offered no surprises in its Tuesday interest-rate announcement, keeping the policy setting rate at one per cent for the 18th consecutive announcement date.

Bank governor Mark Carney kept in place his future guidance that in all likelihood rates are more likely to rise in the future than fall, or even stay the same.

"Although underlying momentum appears slightly softer than previously anticipated, the pace of economic growth is expected to pick up through 2013," the bank said in its policy statement. THE CANADIAN PRESS

Washington

Plans for avoiding fiscal cliff far apart

Both President Barack Obama and Republicans in Congress now have laid out some specifics of their vision for stepping back from the "fiscal cliff" budget crisis, but the plans are vastly different and leave politicians far from agreement with a deadline less than a month away.

THE ASSOCIATED PRESS

Calgary

Canadian Pacific to cut 4,500 jobs

Canadian Pacific says it will eliminate some 4,500 jobs by 2016 and expects more than a third of those cuts to come by year's end as the struggling railroad works to bring down its operating costs. The Calgary-based company said reductions will be achieved through job cuts, attrition and reducing contractors.

THE CANADIAN PRESS

Canadian Pacific Rail locomotives sit idle at the company's Port Coquitlam yard east of Vancouver in May. Canadian Pacific announced job cuts Tuesday morning. THE CANADIAN PRESS FILE

Market Minute

DOLLAR 100.68¢ (+0.17¢)

TSX 12,137.18 (-32.56)

OIL $88.50 US (-59¢)

GOLD $1,695.80 US (-$25.30)

Natural gas: $3.54 US (-5¢)
Dow Jones: 12,951.78 (-13.82)

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CFIB report. Five extra public-sector sick days cost up to $3.5B yearly

A new report suggests public-sector employees in Canada take nearly five more sick, disability and personal days per year than Canadians working in the private sector.

The Canadian Federation of Independent Business says those extra days cost up to $3.5 billion per year, noting some public-sector workers can bank unused sick days, then take a lump-sum payment or use the days to retire early.

The CFIB says federal government employees take the most time off, averaging 15.2 sick, disability and personal days per year compared to 12.9 days in the overall public sector and 8.2 days in the overall private sector.

In its report, the CFIB calls for sick-day allotments to be aligned with those offered in the private sector and for the accumulation of unused sick days to be discontinued.

"I don't think anybody believes that public-sector workers just get sick more often, yet something makes them feel entitled to more time off," said CFIB president and CEO Dan Kelly. THE CANADIAN PRESS

Private-sector figures

6.7

Employees in businesses with fewer than 20 employees averaged 6.7 days off, while those in firms with more than 500 employees took 9.1 days, which is still lower than the public-sector average.

PM warns editors to take action on press regulator

Britain's Prime Minister David Cameron meets children at a primary school in London on Tuesday. Earlier, Cameron warned newspaper editors they must act quickly to set up an independent press regulator in the wake of a media-ethics scandal. NEIL HALL/PA/THE ASSOCIATED PRESS

Banking. BMO to focus on growing overhauled operations in U.S.

The Bank of Montreal has set it sights on growing its U.S. business, it said Tuesday after spending more than a year overhauling and revamping the operations.

BMO chief executive Bill Downe said the bank is launching a massive advertising blitz now that the integration of Milwaukee-based Marshall and Ilsley Corp. is complete.

"This month we're blanketing our U.S. footprint with some of the strongest advertising and promotions the bank has ever developed, online, outdoor, broadcast and in-branch," Downe said on a conference call with analysts.

THE CANADIAN PRESS

OH, CHRISTMAS TREE, WHY DO YOU CAUSE SUCH A DEBATE?

JUST SAYIN'
Paul Sullivan
metronews.ca

There's an important dialogue going on in households around the world right about now.

And it goes like this:

He: So where do you think the tree should go this year?

She: You know, hon, I really think we should bite the bullet and buy an artificial tree this year. Those real trees are so messy. They drop all their needles and are full of bugs. Squirrels, too, maybe.

He: The trouble with artificial trees is that they look as if they were put together on craft day at kindergarten using toilet brushes and spray paint.

She: That's not true! The new ones are pretty nice and they come with lights. All you have to do is take them out of the box, plug them in and voila! Instant Christmas.

The pine needle in my side

The only artificial ones that look any good at all cost seven or eight hundred bucks. At that price, it will take an eternity of instant Christmases to amortize the cost.

He: I try to stay away from anything with the word "instant" in it: instant coffee, instant mashed potatoes ...

She: But real trees are so expensive. To get one that looks any good, you have to spend at least $50.

He: The only artificial ones that look any good at all cost seven or eight hundred bucks. At that price, it will take an eternity of instant Christmases to amortize the cost.

Sound of quaint landline ringing.

Offspring: Hi Daddy! What's up?

He: Hi. Your mother is lobbying for an artificial tree again this year.

Offspring: Nooooo! It wouldn't be Christmas. The Geneva Convention specifically calls for a real tree to be sacrificed as a solstice offering. Have you called the Xmas police?

He: Not yet. She does make a certain amount of sense about the mess, which I end up cleaning up every year. And it's harder now because I have to toss the old tree over the balcony.

Offspring: Don't be silly, Daddy. You can get one of those noble firs. They don't lose their needles until Easter and only cost $100 or so.

He: Is that all?

Offspring: And you get to save Christmas. I know I can count on you, Daddy. Gotta run! Ciao!

She: Was that our daughter?

He: Yes. She accused you of trying to ruin Christmas.

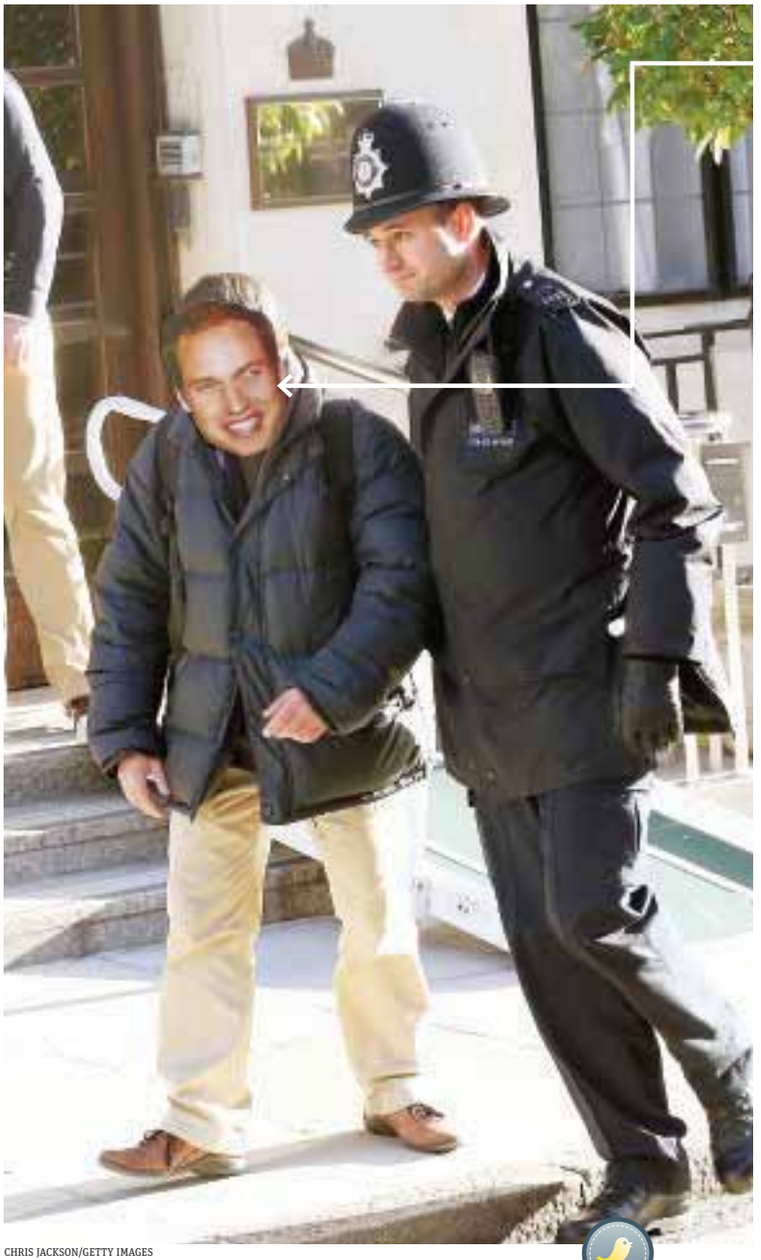
She: Same old, same old. By the way, I've been thinking: We could get one of those Charlie Brown trees from Ikea. I think they come free with a dozen meatballs.

He: I believe that's Lille Karl in Sweden. And his dog is called Snobben. At least there would be no place for the bugs to hide.

She: You can't help showing off, can you?

He: So where do you think the tree should go this year?

Road bump in the baby lodge



CHRIS JACKSON/GETTY IMAGES

Royal pregnancy

Police not fooled by princely mask

A man wearing a Prince William mask is escorted away by a policeman at the King Edward VII hospital in London, England. Catherine, Duchess of Cambridge, remains in hospital after Monday's announcement of her pregnancy. She is suffering from hyperemesis gravidarum, or acute morning sickness. **METRO**

#royalbaby

Messages from the womb, under 140 characters

This man isn't the only royal impostor caught up in baby-mania. Spoof Twitter accounts of the unborn child are getting attention.

"CURRENT STATUS: DARK IN HERE, WILL UPDATE," tweeted @RoyalFoetus, followed by more than 6,800. A rival, @RoyalFetus (10,000-plus followers), said: "I may not have bones yet, but I'm already more important than everyone reading this." **METRO**

What are the odds?

8-1

Bettors in Britain will be able to back their royal-baby predictions with pounds sterling through agencies William Hill, Ladbrokes and Paddy Power. Paddy Power will give 8-1 odds for betting on twins; 100-1 for triplets. For quadruplets or more, you'll get 500-1 odds.

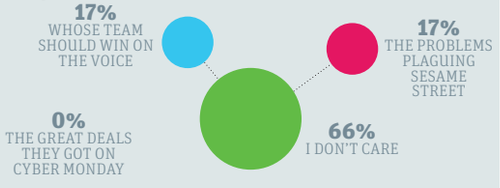
Online

For the latest, go to metronews.ca.

Metropolitan Panel

Register at metropolitanpanel.ca and take the quick poll

What do you think Barack Obama and rival Mitt Romney really talked about when they met for lunch last week?



Twitter

@smilingsandra:
If I weren't sick I'd be at the hair chop for sure. Stupid cold.

@knownastron:
Just came to the realization that a lot of modern psychology was already understood by ancient philosophers.

@michaeltastad:
Is it just me or when it snows a lot do saskatoonians forget how to park properly? #YXE #winter #saskatoon #justsayin

@megannlilley:
Suppose to be shopping for others today and I'm finding myself shopping for myself. #saskatoon #ugh

@dmosher:
The operating system should not be the target of your web users City of Saskatoon; target the browser instead! #yxecc

metro

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SCENE 2

On top of the cheesy charts

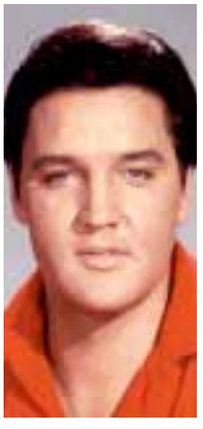
Barry Manilow has become just the fifth artist to score 50 hits on Billboard's Adult Contemporary chart. The sentimental performer entered the rarified mix thanks to a cushy rendition of Santa Claus Is Coming to Town off his new Christmas album. As any Fanilow worth their One Night Live! One Last Time! concert tee could tell you, it's been four decades since the romantic balladeer first cracked the easy listening chart in November of 1974 with Mandy (the first of 13 of Manilow's ditties that would soar to No. 1 on the chart). We cosy up with the AC music titans voted most easy on the ears.

MIKE DOJC
scene@metronews.ca

Johnny Mathis

AC chart appearances: 49

While just one chart appearance shy of an official 50 entries club membership, this velvet voiced crooner pioneered the greatest hits album format. 1958's Johnny's Greatest Hits earned Mathis a spot in the Guinness Book of World Record.



Elvis Presley

AC chart appearances: 53

You can thank the king, and thank him very much for assuring that the rhythm and blues, rock and roll and gospel charts got all shook up during his reign from the 1950s through the '70s until his untimely passing.

Easy Listening Cred: Can't Help Falling in Love, Suspicious Minds, It's Now or Never.

Neil Diamond

AC chart appearances: 58

While millennials know this jazzy vocalist as the guy who sings Sweet Caroline, Diamond has written a treasure trove of soft rock gems. He's sold over 125 million records during his five decades on the scene. Easy Listening Cred: America, Heartlight, Forever in Blue Jeans.

Elton John

AC chart appearances: 68

In high school, this bespectacled pop piano prodigy should have been voted "most likely to be heard in an animated movie."

With lyricist Bernie Taupin in tow, the rocket man launched one hit after the other into radio orbit since Your Song off his sophomore album cracked the top 10 in 1970.

Barbra Streisand

AC chart appearances: 64

Trends, smrends, Babs eschewed 'em all, including rhinoplasty, fearing a nose job would ruin her voice. Never following suit with the hipsters of her heyday, Streisand was adult contemporary long before the term was coined.

John Travolta

Travolta's alleged lover sues star

A man who told the National Enquirer that he had a "steamy affair" with John Travolta while working as his pilot from 1981 to 1987 is now suing the actor, insisting he never signed a confidentiality agreement that would bar him from talking to the media about his time with the actor, according to TMZ.

The man, Doug Gotterba, claims Travolta's lawyer, Marty Singer, threatened a lawsuit after the story was published. Singer maintains that Gotterba's termination agreement included a confidentiality clause and that the former employee is just out for attention. "Mr. Gotterba obviously filed this lawsuit to get his 15 minutes of fame," Singer says. "We plan to get this meritless case promptly dismissed."

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Random sources state the obvious about Will and Kate

THE WORD
Dorothy Robinson
scene@metronews.ca

The news of Will and Kate's impending arrival has the tabloids in a tizzy — and scrambling for anyone, anyone at all, to be quoted about it.

I've compiled a sampling of the best of these random, mostly anonymous sources, all of whom state how Kate and Will will be good parents (as if anyone is going to say that she's going to become a baby-smacking alcoholic and he's planning on raising the baby as a racist).

The best of the bunch, with an added bonus of Snooki (say what?) commentary:

"Kate will be a firm but fair mother. Kate will let her children have fun and freedom, but she will also make sure they do what is best for them." — A "pal" of the Duchess of Cambridge, per Us Weekly.

"I can see William wanting to take time off in the modern paternity-leave style, so that he bonds with his child." — A "family friend" to dailymail.co.uk

"(Kate and Will) both try to be as normal as possible in their private lives. ... Everyone's always said what great parents they'll be, since they are such a caring couple and very relaxed. They will lavish love on their children." — Jessica Hay, a "childhood acquaintance" of Kate's, to Australian tabloid New Idea

"I'm sure she will be an amazing mom." — Snooki to the New York Daily News

Perry hides from Brand under the table

Katy Perry

A nice dinner out at the Beverly Hills Polo Lounge with John Mayer turned awkward for Katy Perry when her ex-husband, Russell Brand, showed up. Just how awkward are we talking about? Perry reportedly crouched under her table and hid just to avoid Brand, according to Us Weekly. "The hostess almost seated Russell next to Kay," a source says. "Kay's face was like, 'Oh s—!'" And while the seating disaster was averted and Brand was set up elsewhere in the restaurant, he apparently needed to satisfy his curiosity upon learning of Perry's presence. "On his way to the bathroom, he looked at [John and Katy] through a window," the source adds.

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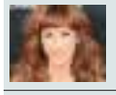

@kathygriffin
I bet Justin Bieber can blow a mean whistle

@ParisHilton
Just landed in Dubai. Next stop New York City.

@RebelWilson
I am going to go on a new cleanse - my weekend cleanse of cutting everything out of my diet except for chocolate DID NOT WORK!

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5 things every volunteer should know

Since 1985, the United Nations has recognized the contributions of volunteers around the world on Dec. 5, International Volunteer Day. Metro talks to Cuso International and Free The Children, international development organizations that send volunteers overseas to share their expertise with partners in other nations. Here, they offer five things to consider before taking the leap into overseas volunteering.

METRO NEWS
life@metronews.ca

Visual artist Stephanie Stoker (centre) works with young adults in Peru. CUSO INTERNATIONAL

Choose your organization carefully

Some organizations require you to pay your own way, and often include a fee; volunteering may be a fundraising mechanism for a development project. For others, volunteering is fundamental to their programs, and those serving take on professional roles in longer-term development.

SEAN KELLY, CUSO INTERNATIONAL

Work alongside the local community

Often times, travellers volunteer in isolation from the local community in which they are working in. Make sure to travel with organizations that have strong partnerships with local communities and governments. This enables you to ensure you are committing to a project that promotes long term and sustainable change.

CRAIG KIELBURGER, FOUNDER, FREE THE CHILDREN

School-building with local children creates a lasting bond for volunteers. FREE THE CHILDREN

Bairu Sium, left, a Toronto high school teacher, assists his colleagues in education in Tanzania. SCOTT PORTINGALE/CUSO INTERNATIONAL

Know why you're going

Volunteers want to help and make a difference, as the cliché goes, but most know this isn't a purely selfless act. You will learn new skills, broaden your horizons and come to better understand yourself and the world. And that's all OK. Reflect on your motivations. You want to help reduce global poverty or protect the natural world, but what else? Have you always wanted to travel, but not as a tourist? Work with kids? When you understand your motivations, you'll be in a better position to choose the option that is right for you. **SEAN KELLY, CUSO INTERNATIONAL**

A volunteer trip is just the beginning

Volunteer travel is a life-changing experience for both the traveller and the developing communities in which they work. Further ignite the global change maker in you by taking your experience one step further when you return home. Spread the message of your transformative experience to others, helping to spark the change within them. **CRAIG KIELBURGER, FOUNDER, FREE THE CHILDREN**

For young people, volunteering means being engaged, empowered and part of a team. FREE THE CHILDREN

Don't assume you know it all

Decades of successful and not-so-successful development assistance shows that projects parachuted in from above, without consultation or roots in local communities, usually do not have long-term benefits. You will want to help build the social infrastructure that is so critical to any nation's future.

SEAN KELLY, CUSO INTERNATIONAL

Augustina Aporte, who lives in Bolivia, works with the Chiquitania Forest Conservation Foundation on sustainability projects. MIGUEL HORTIGUELA/CUSO INTERNATIONAL

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CO-OP TRAVEL

Impress your guests' with sophisticated Parmesan Custard Cup

Parmesan Custard Cup

This recipe makes 8 custard cups. EGG FARMERS OF ONTARIO

Ingredients

Parmesan Custard
- 1 pkg (250g/8oz) light cream cheese, softened
- 1/2 cup (125 ml) whipping cream
- 3 eggs
- 3/4 cup (175 ml) grated Parmesan cheese
- 1/4 tsp (1 ml) each salt and freshly ground pepper

Spinach Layer
- 2 pkgs each (300g) frozen chopped spinach, thawed
- 2 tbsp (25 ml) vegetable oil
- 2 garlic cloves, minced
- 3 green onions, thinly sliced
- 1/4 tsp (1 ml) each salt and freshly ground pepper

Roasted Red Pepper Layer
- 1 jar (340 ml) roasted red peppers, drained and thinly sliced
- 2 cloves garlic

Salad
- 1/4 cup (50 ml) olive oil
- 1 tbsp (15 ml) red wine vinegar
- 2 tsp (10 ml) Dijon mustard
- salt and pepper to taste
- 3 cups (750 ml) mixed salad greens

Parmesan Custard

1. In food processor, combine light cream cheese, whipping cream and eggs. Pulse until smooth, about 2 minutes.

2. Add Parmesan, salt and pepper; continue to pulse until smooth, about 1 minute. Divide Parmesan mix into each of the eight greased glass ramekins (approx. 1/4 cup or 50 ml in each)

Spinach Layer

1. Put spinach over strainer in the sink and gently press to remove water.

2. In skillet, heat oil over medium-high heat, add garlic; cook, stirring until aromatic, about 1 min. Stir in spinach, green onions, salt and pepper. Cook to combine flavours, 4 mins. Remove from heat and spoon a generous 1/4 cup (50 ml) spinach mix on top of Parmesan custard, pressing gently.

Roasted Red Pepper and Salad Greens

1. In bowl, stir red pepper slices and garlic. Cover tops of spinach with a layer of roasted red pepper. The peppers should cover the spinach. Smooth tops.

2. Place custard cups on rimmed baking sheet and bake in 375 F (190 C) oven until set, about 30 mins. Let cool.

3. Meanwhile, in bowl, whisk together olive oil, vinegar, Dijon, salt and pepper. Toss with mixed greens.

4. Run thin knife around edges of glass ramekins. Invert onto salad plates and top each with small amount of mixed greens and serve. Or top each cup with a handful of mixed greens and serve. EGG FARMERS OF ONTARIO

Drink of the Week

Apple Cider Punch

Apple cider is one of those drinks that is automatically associated with winter and the holiday season. This version gets an added touch with grapefruit juice.

- 2 oz Bombay Sapphire
- 2.5 oz apple cider
- 1 oz grapefruit juice
- 1 egg white
- 1 oz corn syrup
- 1 dash Angustura bitters

Combine all ingredients into a shaker, dry shake. Add ice and shake again. Double strain into glass. Garnish with apple slice.

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Optimize your first office experience

Placement pointers.
A co-op can easily turn into a full-time career, so work it like you're already on board

VALERIE AGUIAR
TalentEgg.ca

Going out on a co-op work term for the first time can be daunting. Aside from showing up to work, there's a lot you should do to make a good impression.

Here are seven tips to help you make the most of your experience:

Don't wait until the first day
If you've been given your managers' contact information, get in touch with them. Let her know that you are excited to start and find out if there is anything they can suggest for you to do before you arrive. This gives them a good impression of you before they've even met you.

Don't flood your supervisor's inbox with questions when you could have easily asked a co-worker instead. ISTOCK

On your first day, come prepared
Bring in a copy of your job description as well as a notebook. You'll be taking in a lot of new information, so it helps if you write it down. It's also important that you rest up the night before. Even though your job might not be grueling, being in a new environment is, so help your body out by getting some sleep.

Ask questions
Don't be afraid to ask for help if you need it. People know you are new, and in most cases, they'll be more than happy to help. Don't be intimidated if everyone seems busy. They are, but they'll still find a way to help you — if you ask.

Observe
Whenever possible, try to watch and see how your manager and co-workers interact (not in a creepy way, of course!). Maybe people at your company are very casual in conversation. How do people dress? How long do people typically go for lunch? Use what you see to help you fit in.

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Student voice

Signing yourself up for success

Shaheerah Kayani
Student
Bachelor of Business Administration (BBA)
University of Guelph-Humber
TalentEgg.ca

Through my high school business club, I participated in BizAcademy; a one-week apprenticeship program/team-based competition sponsored by Salesforce.com, an innovative cloud-computing organization. Here, I collaborated with employees and mentors to create mock business plans and client presentations. The following year, being a BizAcademy participant made me eligible for a Salesforce.com internship, which I applied for and got. The year after that, I received a $2,500 scholarship courtesy of Salesforce.com.

Where I am now
Today, I am employed part-time on-campus as an office assistant for the Student Life Department, and as a business peer tutor. I am also part of the school's advertising club (GHAMA) and investment council (GHIC). I am actively searching and applying for student jobs in the finance/banking industry.

My recommendations for employers, career centres and schools
Based on my past experiences, my advice is to connect with each other, playing the role of an intermediary to help employ bright and talented students and to find a perfect fit between students and employers.

My advice for students and recent grads
My advice for fellow students and recent grads is to join clubs, associations, volunteer and network with professors and university staff. Simple activities such as club involvement, networking, attending conferences and summer volunteerism can lead to bigger and better opportunities in the future. And finally, it can truly help if you have an online presence — whether it is LinkedIn, a professional blog or another creative online community, such as Behance.

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Shaheerah Kayani PROVIDED

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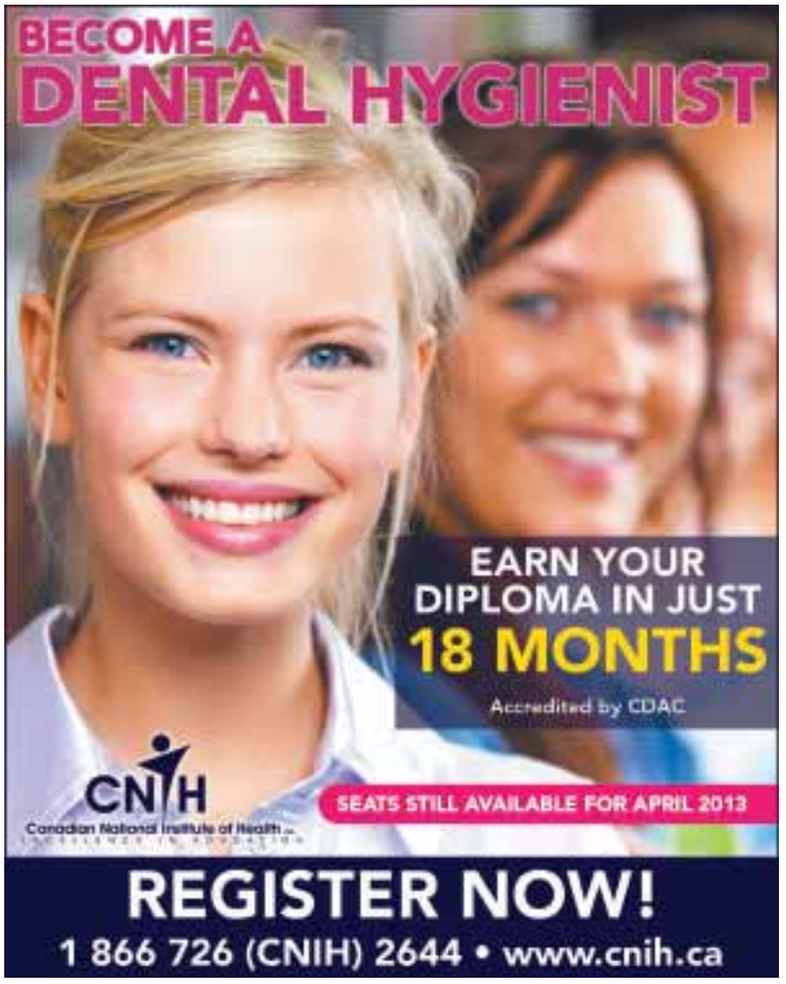

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Hockey

Americans name invitees for junior selection camp

Returning players John Gibson, Jacob Trouba and J.T. Miller as well as some top NHL prospects were among 27 players invited Tuesday to the U.S. national junior team preliminary training camp.

Alex Galchenyuk of the Sarnia Sting, drafted third overall by the Montreal Canadiens in June, as well as Toronto Maple Leafs first-rounder Tyler Biggs and the Ottawa Senators' 21st overall selection Stefan Noesen were also invited.

THE CANADIAN PRESS

NHL

Owners, players put in marathon bargaining session

Tuesday's round of NHL labour talks stretched well into the night.

A group of 18 players and six league owners spent more than five hours in meetings on Tuesday afternoon — and they resumed talks around 10 p.m. ET after taking a break for dinner.

The marathon session was accompanied by whispers of optimism, something that had previously been in short supply. Penguins captain Sidney Crosby was among the players who sat across from a cluster of owners, which included Pittsburgh's Ron Burkle, and those two were said to be strong voices in the room, according to sources. Neither commissioner Gary Bettman nor NHLPA executive director Donald Fehr took part in the afternoon meetings, although both men were present at the midtown Manhattan hotel and held private sessions with their constituents.

THE CANADIAN PRESS

Canadian team has options on blue-line

World juniors. Head coach impressed with talent pool of defencemen even with prized Blue Jackets prospect out with injury

Ryan Murray, pictured skating for Team Canada at the world junior hockey championship on Dec. 31, 2011 in Edmonton, won't be donning the maple leaf in this year's tournament due to injury. GETTY IMAGES FILE

News of Ryan Murray's season-ending shoulder injury was seen as a big blow to Canada's hopes at the world junior hockey championship in Russia.

The 19-year-old, second overall pick of the Columbus Blue Jackets, was to anchor the blue-line, a returnee from last year's bronze-medal winning team who went on to become the second-youngest Canadian to Paul Kariya when he played at the senior world championships in Helsinki and Stockholm.

There's no doubt that Murray, the captain of the WHL Everett Silvertips, will be missed as Canada looks to win gold for the first time since 2009.

But even with Murray on the shelf, Canada is replete with a collection of big and skilled defencemen who will be the envy of any team in the tournament.

"You never want to see anybody get hurt," head coach Steve Spott said Tuesday. "But ultimately, if we were going to have an injury, the one area that maybe we could afford was on our back end because of the depth."

A dozen defencemen are vying for seven spots on the final roster.

Boston prospect Dougie Hamilton, one of two returning defencemen, is a potential team captain. A complete player, the Niagara IceDog is the league's top-scoring rearguard with 39 points in 30 games and is plus-23.

"With his versatility, obviously he has the ability to run our power play, but the challenge for Doug is going to be playing against the other team's top line as well," Spott said. "It's going to be a great challenge for him."

Leafs prospect Morgan Rielly of the Moose Jaw Warriors may join Hamilton on the top defensive pairing, especially with his performance in last summer's Canada-Russia Challenge and last month's Subway Series.

"The two of them are superb defencemen who can play in all areas of the game," said TSN hockey analyst Craig Button, who tracks junior prospects through his Craig's List. "They really are exceptional talents."

Also returning is Pittsburgh's Scott Harrington of the London Knights, a big, strong guy who also has the ability to quarterback the Canadian power play.

Detroit prospect Xavier Ouellet, who had a strong Canada-Russia Challenge, is "a terrific two-way defenceman," said Button, even if unknown to many.

Ryan Murphy, a Carolina first-round pick who plays for Spott in Kitchener, is "a dynamic, puck-handling, puck-possession player," Button said.

"On the bigger rink, that's a real valuable asset."

Spott agrees, but when speaking of both Murphy and Rielly is quick to point to the need for each to "play a risk-free game" when suiting up for Canada. TORSTAR NEWS SERVICE

Rearguard hopefuls

With all the offensive talent assembled, Vancouver fifth-rounder Frank Corrado may be a popular choice because, as head scout Kevin Prendergast said, "he's a stay-at-home-player, he's gritty, he brings leadership."

- **Also in the running.** Minnesota first-rounder Matthew Dumba, New York Islanders prospects Griffin Reinhart and Adam Pelech, Detroit prospect Ryan Sproule, Calgary draft pick Tyler Wotherspoon and Pittsburgh first-rounder Derrick Pouliot of Weyburn.

Quoted

"It's a very competitive group back there."

Steve Spott, head coach of the Canadian junior team, on the defencemen invited to the selection camp

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Sacrificing dignity for drug protocol?

PEDs. Some Canadian athletes irked by doping watchdog's demands

Jessica Zelinka competes in the heptathlon shot put during the Summer Olympics in London in August. ALEXANDER HASSENSTEIN/GETTY IMAGES FILE

Jessica Zelinka had flown to Ontario for the Olympic Heroes Parade in September when drug testers knocked on her door in Calgary to find her not home.

Her absence was considered a missed doping test, the first strike for one of Canada's top track and field athletes.

Three strikes is an anti-doping violation and can come with a suspension of up to two years.

Some athletes are quietly complaining about what they call a draconian anti-doping system desperate to keep up with cheaters.

Few are keen to talk openly about it.

"It has nothing to do with athletes trying to avoid testing but everything to do with athletes trying to just be normal human beings and have their own dignity and freedom respected," says Zelinka's husband, Nathaniel Miller, an Olympian in water polo.

"I don't think the current system does that."

Canada's athletes must provide a schedule of their daily whereabouts in three-month blocks to the country's doping watchdog, the Canadian Centre for Ethics in Sport.

They are also required to designate a specific hour each day — between 5 a.m. and 11 p.m. — when they're available for unannounced drug testing in their home.

"If you're a regular employee in Canada, this entire policy and procedure is illegal," Miller says. "And yet, because you represent your country as an athlete, those rights go out the window."

Athletes must notify the CCES of any scheduling changes. Zelinka forgot to do that. She argued she was caught up in the stresses of moving, last-minute plans to participate in the parade in Toronto and the added demands of being a mom. Zelinka's appeal of the ruling was recently denied. Two more strikes in 18 months will be an anti-doping violation.

The CCES was formed in the fallout from the 1988 Ben Johnson scandal. Jeremy Luke, director of the Canadian anti-doping program, says the organization is complying with the World Anti-Doping Code.

"That code outlines the length of sanctions that can be imposed on athletes, the testing protocols and then, included in that, is what we call 'athletes whereabouts requirements,' which is an international standard that's implemented in Canada but also implemented around the world," said Luke.

THE CANADIAN PRESS

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Horoscopes

♈ Aries
March 21 - April 20
Look ahead and make plans — the bigger the better. The planets are encouraging you to try out new ways of doing things and before the current week is over, you will have had a revelation of some kind.

♉ Taurus
April 21 - May 21
What happens over the next 24 hours will convince you there can be no more looking back. It is the future that matters and the future begins now. Change your life by changing the way you think about it.

♊ Gemini
May 22 - June 21
Why do you believe you are surrounded by enemies? Whatever the reason, it must not be allowed to stop you from taking risks. Over the next few days, if you bet against the odds, you might just win big.

♋ Cancer
June 22 - July 23
What is the one thing you are really good at? Everyone has a talent of some sort and if you identify yours and do something with it, you will soon enjoy amazing success. Do what comes naturally and do it brilliantly.

♌ Leo
July 24 - Aug. 23
Be brave and take that big gamble you have been thinking of. There are, of course, no guarantees but life is supposed to be fun and one of the most fun things you can do is to reach beyond your usual limits.

♍ Virgo
Aug. 24 - Sept. 23
A long-term problem will work itself out to your complete satisfaction today and to say you will be surprised is a big understatement. Don't think about it too much, just make the most of it.

♎ Libra
Sept. 24 - Oct. 23
It seems you have been working at cross purposes with a friend, but the good news is you can easily set things straight. Identify what each of you is trying to accomplish then resolve to help one another.

♏ Scorpio
Oct. 2 04 - Nov. 22
Someone new will come into your life today and it could be the start of a great friendship. You may be as different as chalk is from cheese but for some reason you will click. It could be you are soul mates.

♐ Sagittarius
Nov. 23 - Dec. 21
Old-fashioned ideas and habitual routines tend to bore you and that's good because success will come through trying new things. Don't just move with the times, move ahead of the times. Shake up the status quo.

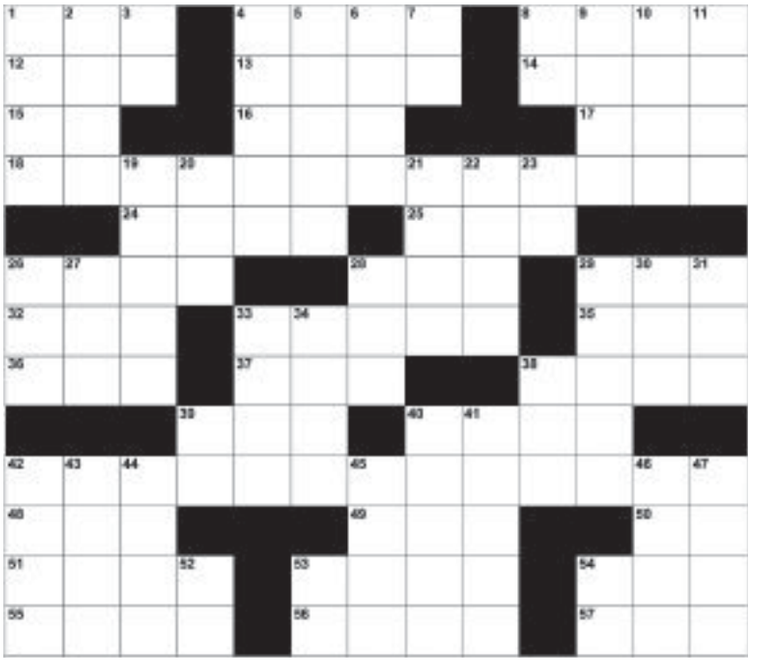
♑ Capricorn
Dec. 22 - Jan. 20
Whatever it is you get up to next it is sure to change the way other people look at you, and maybe even the way you look at yourself. Strive to be different, not just today but every day from now on.

♒ Aquarius
Jan. 21 - Feb. 19
You will have plenty to say for yourself today but there is a danger you will say too much and turn others against you. That may not worry you much now but it will later on when you need their assistance.

♓ Pisces
Feb. 20 - March 20
Today's events will surprise you, especially if you are the kind of Pisces who thinks in terms of black and white or good and bad. Try not to be so conservative in your opinions. Strive to see the bigger picture.
SALLY BROMPTON

Crossword

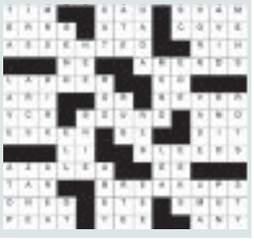
BY BETTY MARTIN



Across
1. Auger
4. Skin
8. Star —: Deep Space Nine
12. Stage of sleep (abbr.)
13. Vicinity
14. Peacekeeping grp.
15. Battery sz.
16. Common suffix
17. "Smoking or —?"
18. Problem solving technique24. Rose holder
24. Urn
25. Part of UCLA
26. Catty
28. — de Janeiro
29. Runaway singer Shannon
32. Vocalized pauses
33. Yield
35. Jay-Z's genre
36. Understand
37. Flee from the law
38. Balsam and Evergreen
39. Charlottetown province (abbr.)
40. Use the phone
42. Genuinely real
48. GPS heading (abbr.)
49. NHL legend Bobby
50. First two vowels in a sequence
51. Orange peel
53. Only one time
54. Rap sheet abbreviation
55. Director Preminger
56. Meadows
57. Berlin article

Down
1. Spirited horse
2. "What Not to —"
3. Letters between K and N
4. Growing —
5. Greeted the day
6. Monthly expense
7. Apiece (abbr.)
8. Actress who starred in Father Dowling Mysteries (init.)
9. Indian Queen
10. British prep school.
11. "King —"
19. Cease
20. Author Fleming
21. Ken or Lena
22. Tooth anchor
23. Form of address
26. "Sleepless in Seattle" actress Ryan
27. Sooner than, poetically
28. Zodiac symbol
29. Boring tool
30. Corn unit
31. CD's predecessor
33. Jane Lynch drama
34. Precipitation
38. Tampa state
39. Chemistry measure (abbr.)
40. Time frame
41. Farm units
42. Flying (prefix)
43. Condo, e.g.
44. Camping necessity
45. Pitch
46. Trout habitat
47. Part of a decade
52. "— the Right Thing"
53. Chemical suffix
54. Billboard use

Yesterday's Crossword



What's online

See today's answers metronews.ca/answers.

Sudoku

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved. You solve the puzzle with reasoning and logic.

Yesterday's Sudoku

6	7	9	3	4	2	8	5	1
1	4	2	8	7	5	9	3	6
3	5	8	9	6	1	4	2	7
5	3	1	2	8	4	7	6	9
8	9	7	5	1	6	2	4	3
2	6	4	7	9	3	1	8	5
7	8	6	4	5	9	3	1	2
9	2	5	1	3	8	6	7	4
4	1	3	6	2	7	5	9	8

8			3		9			
9	3						6	5
	7			2		8		
	5		6	7				1
		7				6		
6				5	4		2	
		9		8			1	
7	6						8	4
			1		3			6

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